



Relocation AS

Workforce Mobility – Newsletter Q4 2019, issue n°8

TABLE OF CONTENTS

- Immigration in Norway
 - SUA registration waiting time
 - New government fees from the UDI
 - Latest news on Brexit for UK citizens in Norway
- Real estate market in Norway for foreign employees – update for Q4 2019
- Being an expat in Norway – Tips for Keeping Safe during the Norwegian Winter
- Focus of the quarter – The expatriation through a psychologist's approach

IMMIGRATION / LOCAL REGISTRATION IN NORWAY

EU citizen – long waiting time to get registered at SUA

Please note that there is a long waiting time at SUA to get an appointment for registration at the police for EU/EEA citizen.

The current waiting time is the following:

- 3,5 months in Oslo
- 5 weeks in Stavanger
- 6 weeks for Bergen

If you need to register an EU assignee urgently, please contact us to see what your options are

UDI fees for Skilled Workers

The application fee to be paid to UDI to apply for a skilled worker permit has increased (6300 NOK instead of 5400 NOK previously). This applies to both first time and renewal applications. Please see additional information by clicking on the following link:
<https://www.udi.no/en/important-messages/nye-gebyrsatser-fra-1-januar-2020/>

Latest news on Brexit for UK citizens in Norway

United Kingdom has signed a deal with Norway. There will be no changes of the rights of British citizens and their family members that live in Norway or that are going to move to Norway before 31 December 2020
<https://www.udi.no/en/important-messages/brexit-transition-period-for-british-citizens-in-norway-until-31.-december-2020/>



REAL ESTATE UPDATE Q4 2019

RENTAL OBJECT FOR EXPATRIATES IN NORWAY

This is the first and unique real estate study focusing only on Norway and dedicated to the expatriate community needs. We have defined the criteria based on our experience and request we receive from the hundreds of families we relocate every year.

The below study will enable HR decision makers to have a quick look at the budgets required for an expat coming to Norway depending on his/her family situation in suitable areas (close to the main business centers, International schools etc.). Unlike all other studies on the subject, this one will be updated quarterly and show how limited the market can be on several types of property. Considering the 'competition' between potential tenants, Relocation AS can provide key assistance to employees and get the rental object appropriate for the incoming families.



OSLO AREA (Bygdøy, Frogner, Grünerløkka, Majorstuen, Sentrum, Røa, Ullern)

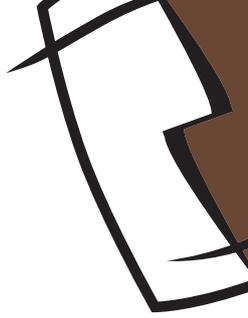
Type of accommodation	Rental objects available as per 31.12.19	Rent*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	303	11000–20500	14500
2 Bedroom Apartment (60 to 100 sqm)	133	15500–29500	19500
3 Bedroom Apartment/house (from 80 sqm)	36	19000–36000	24000
4 bedroom Apartment/house (from 100 sqm)	12	22000–35000	27000
5 bedroom Apartment/house (from 120 sqm)	5	25000–63200	35000

STAVANGER (Sentrum, Madla, Madlasandnes, Eiganes, Stokka, Hinna, Gausel)

Type of accommodation	Rental objects available as per 31.12.19	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	36	7000-13500	8500
2 Bedroom Apartment (60 to 100 sqm)	29	9000-18500	13000
3 Bedroom Apartment/house (from 80 sqm)	3	12000-25000	18000
4 bedroom Apartment/house (from 100 sqm)	8	19000-30000	24000
5 bedroom Apartment/house (from 120 sqm)	2	19500-30000	N.A.

BERGEN (Fana, Landås, Sentrum)

Type of accommodation	Rental objects available as per 31.10.19	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	222	8000-13500	10500
2 Bedroom Apartment (60 to 100 sqm)	158	9900-22500	13500
3 Bedroom Apartment/house (from 80 sqm)	39	12500-25000	17000
4 bedroom Apartment/house (from 100 sqm)	17	16000-28000	21000
5 bedroom Apartment/house (from 120 sqm)	3	20000-29000	23000



Trondheim			
Type of accommodation	Rental objects available as per 31.10.19	Rent in NOK*	Average in NOK**
1 Bedroom Apartment (30 to 60 sqm)	218	8000-13500	10900
2 Bedroom Apartment (60 to 100 sqm)	99	9000-17000	13000
3 Bedroom Apartment/house (from 80 sqm)	33	10000-22000	17000
4 bedroom Apartment/house (from 100 sqm)	22	13000-22000	18000
5 bedroom Apartment/house (from 120 sqm)	N.A.	25000	N.A.

* source Finn.no, figures exclude the 10% most expensive and 10% least expensive rental object to improve statistic representativeness of the study

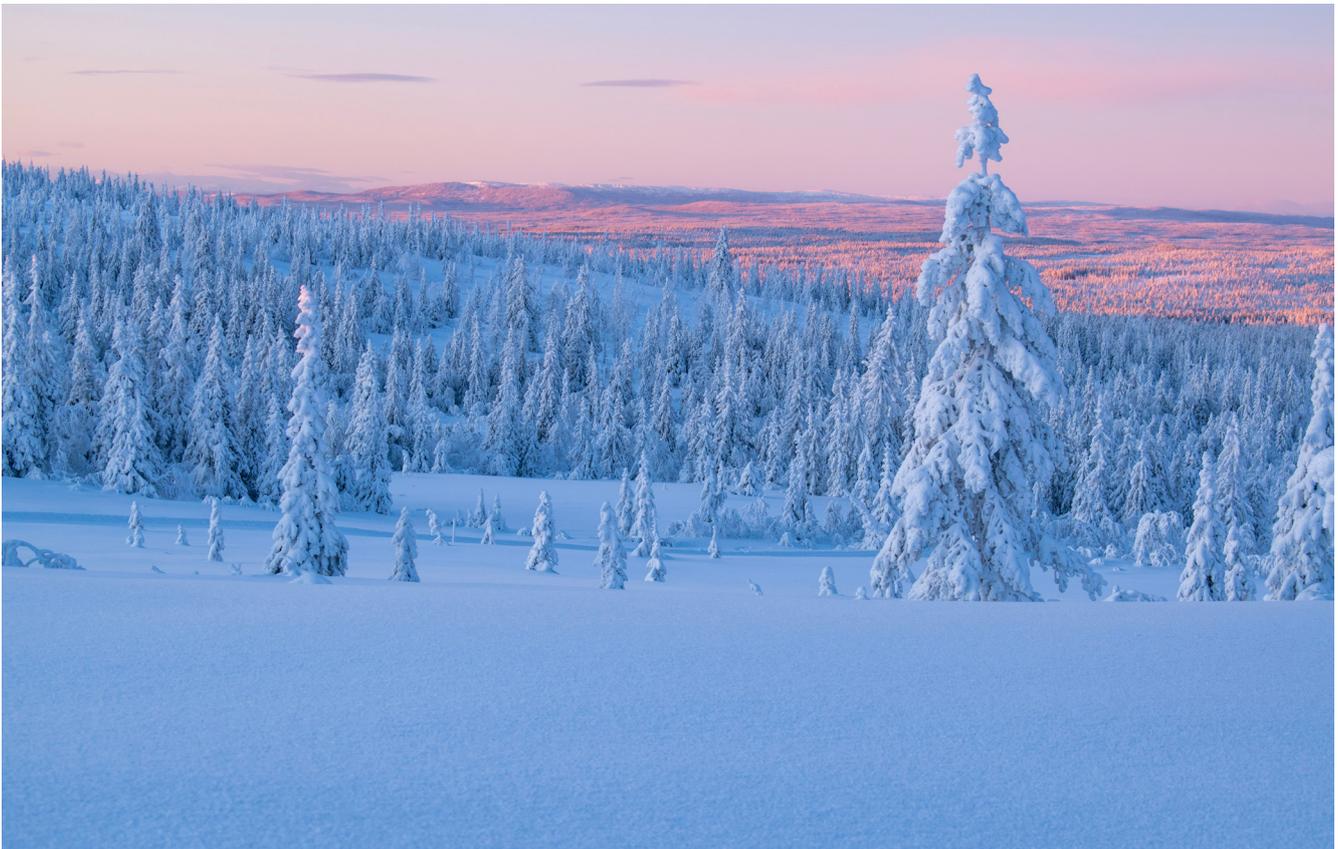
** source Finn.no, Median Rent

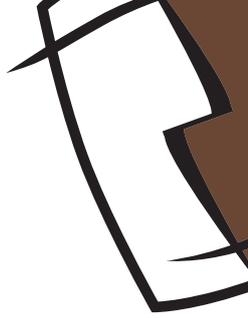
BEING AN EXPAT IN NORWAY

TIPS FOR KEEPING SAFE DURING THE NORWEGIAN WINTER

As Norwegians, there are many situations, things that we do which seem normal to us. This section is dedicated to explain specific events/cultural aspects of Norway to foreign employees to Norway (change of tires twice a year, Easter in Norway etc.). Please click on the link below and do not hesitate to share with your foreign employees. Here are some tips to keeping safe and visible, especially if this is your first experience of winter.

<https://relocation.no/expat-communities/expat-resource-articles/keeping-safe-in-winter/>





FOCUS OF THE QUARTER

The importance of having the right support for employees and their families through an interesting psychologist's approach. An assignment abroad impacts the whole family and most of the issues and relocation failure is due to unhappy family members. We have posed 5 questions to Ruth so she can explain more about the roots of the challenges and the solutions proposed.

Could you please introduce yourself?

My name is Ruth Jorunn Elvegård Glittenberg. I am a psychologist with a specialty in clinical family psychology. I did my undergraduate degree in psychology and social work in the US, and received my psychology degree in Bergen, where I now live. I am a Norwegian but grew up in Tokyo before studying in the US, so like most expat kids, I have had a hard time answering the question «Where are you from?». I started my career as a psychologist in companies working in management consulting and saw the importance of companies considering the whole family system when sending an employee overseas.

What do you propose for employees going on an expatriation assignment and their families?

I strongly believe that when a company wants to send an employee overseas, and the employee has a family – the whole family must be considered. Such a move has a huge impact on the spouse/partner and the children, as well as the marriage/partnership and the other family relationships. Such a move can bring about great opportunities, but also challenges for a family. I propose that the company which asks for such a move to take responsibility for the family, not just by providing housing and education, but by also providing them professional help to talk about what this move may mean for each individual and for the family as a whole. I propose a meeting with a psychologist with the family as a whole, and each individual - before the family makes the decision to move, and one before the actual move, as well as a yearly session for as long as they are overseas. The final session would be after they have returned to their native country, as we know that coming «home» can often be more challenging than the original move. The company would also have an option of purchasing more sessions if the family should need so, and they would then have an advantage of being familiar with the psychologist. The initial meeting should be face to face, but most of the others could be done over video conferencing.

How did you get the idea to use your expertise to help foreign employees and their family in their relocation process?

I started thinking about this, because I am a TCK (third culture kid) myself. I became interested in the topic when I studied psychology in the US and have maintained this interest. I learned that a staggering high percentage of overseas positions ended before they were intended to because the family didn't cope with the relocation. In the 80s, when our family moved to Asia, there was little knowledge of the impact such moves has on families. Now we know better and should take this issue more seriously.

What are the benefits for the employees?

The employees will be helped to have open discussions with one another, where their hopes and concerns can be addressed in their family, with the aid of a therapist. Sometimes children keep their concerns from their parents in order to protect them and vice versa. Having a therapist there to facilitate open and honest discussions can help the family to grow together as they decide – and maybe embark on an exciting new chapter. They will also have a therapist who will check in with them regularly and whom they can request to talk with if need be. This can be an extra security for them as they continue their expatriation journey.

Why is your work also beneficial for the companies hiring foreign employees?

The employer will definitely stand to gain. If family issues are explored already before the decision to move is made, the families will be in a better position to make the decision of whether to accept the overseas posting or not. Premature returns are costly, as moving a family is expensive. In addition to the monetary costs of a failed relocation, the human cost is also high. The companies which takes care of the employees' families in a caring manner will also receive the added benefit of loyal employees.

Thank you, Ruth!